
GENERAL SERVICES ADMINISTRATION

Federal Supply Service

Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA *Advantage!*, a menu-driven database system. The INTERNET address for GSA *Advantage!* is: www.GSAAdvantage.gov .

GSA 738 X - SIN 595-21 – HUMAN RESOURCE SERVICES (Excluding EEO Services)

CONTRACT NUMBER: GS-02F-0112V

SOLICITATION # 2FYA-AR-060004-B

DUNS: 78-866-3214

CAGE: 4LVM3

For more information on ordering from Federal Supply Schedules click on the FSS Schedules at: www.fss.gsa.gov .

CONTRACT PERIOD: FROM MAY 04, 2009 TO MAY 3, 2014

A+ Government Solutions, Inc.

Address: 1900 North Beauregard Street, Suite 105

Alexandria, VA 22311-1736

Phone Number: 703-379-7772 x221

Fax Number: 703-379-7807

Web site: www.aplusgov.com

Contact for contract administration: J. Eduardo Marques

Email: emarques@aplusgov.com

Business size:

s - Small business.

d - SBA Certified Small Disadvantaged business.

8a - SBA Certified 8(a) Firm.

Modification Number: FX75 Effective Date: June 17, 2009

CUSTOMER INFORMATION

1a. Awarded Special Item Number(s):

Planning

Labor Category	Rate - Year 1	Rate - Year 2	Rate - Year 3	Rate - Year 4	Rate – Year 5
	5/4/2009 5/3/2010	5/4/2010 5/3/2011	5/4/2011 5/3/2012	5/4/2012 5/3/2013	5/4/2013 5/3/2014
Program Manager	\$ 167.30	\$ 172.32	\$ 177.49	\$ 182.81	\$ 188.29
Project Manager	\$ 134.86	\$ 138.91	\$ 143.08	\$ 147.37	\$ 151.79
Senior Human Capital Strategist	\$ 166.34	\$ 171.33	\$ 176.47	\$ 181.76	\$ 187.21
Consultant	\$ 107.89	\$ 111.13	\$ 114.46	\$ 117.89	\$ 121.43
Senior HR Specialist	\$ 79.72	\$ 82.11	\$ 84.57	\$ 87.11	\$ 89.72
HR Specialist	\$ 73.41	\$ 75.61	\$ 77.88	\$ 80.22	\$ 82.63
Junior HR Specialist	\$ 65.35	\$ 67.31	\$ 69.33	\$ 71.41	\$ 73.55

Personnel Actions

Labor Category	Rate - Year 1	Rate - Year 2	Rate - Year 3	Rate - Year 4	Rate – Year 5
	5/4/2009 5/3/2010	5/4/2010 5/3/2011	5/4/2011 5/3/2012	5/4/2012 5/3/2013	5/4/2013 5/3/2014
Project Manager	\$ 134.86	\$ 138.91	\$ 143.08	\$ 147.37	\$ 151.79
Senior HR Specialist	\$ 79.72	\$ 82.11	\$ 84.57	\$ 87.11	\$ 89.72
HR Specialist	\$ 73.41	\$ 75.61	\$ 77.88	\$ 80.22	\$ 82.63
Consultant	\$ 107.89	\$ 111.13	\$ 114.46	\$ 117.89	\$ 121.43
Junior HR Specialist	\$ 65.35	\$ 67.31	\$ 69.33	\$ 71.41	\$ 73.55

Position Classification

Labor Category	Rate - Year 1	Rate - Year 2	Rate - Year 3	Rate - Year 4	Rate – Year 5
	5/4/2009 5/3/2010	5/4/2010 5/3/2011	5/4/2011 5/3/2012	5/4/2012 5/3/2013	5/4/2013 5/3/2014
Project Manager	\$ 134.86	\$ 138.91	\$ 143.08	\$ 147.37	\$ 151.79
Consultant	\$ 107.89	\$ 111.13	\$ 114.46	\$ 117.89	\$ 121.43
Senior HR Specialist	\$ 79.72	\$ 82.11	\$ 84.57	\$ 87.11	\$ 89.72
HR Specialist	\$ 73.41	\$ 75.61	\$ 77.88	\$ 80.22	\$ 82.63
Junior HR Specialist	\$ 65.35	\$ 67.31	\$ 69.33	\$ 71.41	\$ 73.55

Recruitment

Labor Category	Rate - Year 1	Rate - Year 2	Rate - Year 3	Rate - Year 4	Rate – Year 5
	5/4/2009 5/3/2010	5/4/2010 5/3/2011	5/4/2011 5/3/2012	5/4/2012 5/3/2013	5/4/2013 5/3/2014
Program Manager	\$ 167.30	\$ 172.32	\$ 177.49	\$ 182.81	\$ 188.29
Project Manager	\$ 134.86	\$ 138.91	\$ 143.08	\$ 147.37	\$ 151.79
Senior Human Capital Strategist	\$ 166.34	\$ 171.33	\$ 176.47	\$ 181.76	\$ 187.21
Consultant	\$ 107.89	\$ 111.13	\$ 114.46	\$ 117.89	\$ 121.43
Senior HR Specialist	\$ 79.72	\$ 82.11	\$ 84.57	\$ 87.11	\$ 89.72
HR Specialist	\$ 73.41	\$ 75.61	\$ 77.88	\$ 80.22	\$ 82.63
Junior HR Specialist	\$ 65.35	\$ 67.31	\$ 69.33	\$ 71.41	\$ 73.55
Senior Recruiter	\$ 102.33	\$ 105.40	\$ 108.56	\$ 111.82	\$ 115.17
Recruiter	\$ 78.67	\$ 81.03	\$ 83.46	\$ 85.96	\$ 88.54
Junior Recruiter	\$ 47.21	\$ 48.63	\$ 50.09	\$ 51.59	\$ 53.14
Event Manager	\$ 74.61	\$ 76.85	\$ 79.16	\$ 81.53	\$ 83.98

LABOR CATEGORY DESCRIPTIONS

Program Manager:

Duties: Performs a variety of senior level management in support of multiple projects with a particular business line such as Management Consulting, Human Capital Solutions, and HR Operations. Functional duties primarily are to plan, direct, organize, control, and coordinate technical efforts, contractor manpower and project team activities. Includes areas of administration, program control, and technical supervision. Makes recommendations to the government Project Director for the resolution of divergent viewpoints and inputs to critical decisions resulting from unseen situations which may develop during the life of the delivery order. Establishes processes and procedures to facilitate the program management and task accomplishment. Defines the standards for quality and timeliness and assessing results in terms of schedule, cost, and risk involved. Develops programs based upon a comprehensive analysis of the requirements. Ensures that all personnel assigned to a task meet government qualification standards and receive necessary training. Reviews subcontractor deliverables and invoices and approves for payment. Approves invoices being submit to the government.

Experience: At least eight years of related work experience.

Education: A BA/BS in a related discipline is required. An MBA or similar graduate degree is preferred.

Project Manager:

Duties: Responsible for the planning and execution of all activities related to a contract delivery order in functional areas such as human resources management and operations, outreach, events management, or HR Systems. Responsible for developing and executing a detailed project plan for each assigned project, task or delivery order. Ensures that all personnel assigned to a task meet government qualification standards and receive necessary training. Reviews subcontractor deliverables and invoices and approves for payment. Approves invoices being submit to the government. Reviews all deliverables prior to their submission for acceptance.

Experience: At least six years of related work experience.

Education: A BA/BS in a related discipline is required. An MBA or similar graduate degree is preferred. PMP certification is highly desirable.

Senior Human Capital Strategist:

Duties: Provides senior-level analytical and program support. Contributes to engagement work plan and serves as a senior level analytical correspondent within engagement team. Contributes to work plan development, reaching engagement milestones, and often leading specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy

Experience: Has a minimum of five years of consulting and/or directly relevant industry experience and/or educational training in related fields. Experience includes: support program management and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables within human capital areas including talent management programs, human capital strategy, recruiting support, HR analytics, and other human capital disciplines.

Education: A BS/BA in related field.

Consultant:

Duties: Conducts in depth and complex studies and analyses to support agency level activities such as workforce planning, performance management and organizational design and analysis. May participate in Presidential or Secretarial special initiatives often provide subject matter expertise, identification of best practices or development of new and creative strategies or solutions to meet the requirements of the assigned tasks. Participates in the design and implementation of strategies and interventions to improve both individual and organizational performance. May function as an organizational Change Agent. Develops recommendations and conducts option and cost analyses to support recommendations.

Experience: At least four years of management consulting experience with an emphasis on Federal human capital management.

Education: At least an BS/BA degree in a related discipline.

Senior Human Resource Specialist:

Duties: Performs HR duties in one or more areas such as classification, staffing, recruiting, benefits administration, employee relations or labor relations. May specialize in one or more disciplines. May function as a team leader in one or more of the aforementioned functional areas. Possesses expert level knowledge of the rules and regulations and addresses the technical requirements associated with complex problems in the area to which assigned. May be an expert in retirement counseling and processing.

Experience: At least six years of related work experience that includes at least two years of Federal HR experience and demonstrated expertise as a specialist in one or more of the following areas: classification, staffing, recruiting, benefits administration, employee relations or labor relations.

Education: A BA/BS degree is required. Four additional years of work experience may substitute for the degree requirement.

Human Resource Specialist:

Duties: Performs HR duties in one or more areas such as classification, staffing, recruiting, benefits administration, employee relations or labor relations. May specialize in one or more disciplines. Works independent of supervision on routine assignments. Develops and implements new employee orientation programs and may design and administer exit interviews.

Experience: At least three years of related work experience that includes at a minimum of 12 months of Federal HR experience and demonstrated expertise as a specialist in one or more of the following areas: as classification, staffing, recruiting, benefits administration, employee relations or labor relations.

Education: A BA/BS degree is required. Four additional years of related work experience may substitute for the degree requirement.

Junior Human Resource Specialist:

Duties: Performs basic HR duties in one or more areas such as classification, staffing, recruiting, benefits administration, employee relations or labor relations. Works under the supervision of a more seasoned HR generalist or specialist. May conduct employee orientation or conduct exit interviews. May serve as a team leader for OPF audits, personnel action processing teams or special initiatives.

Experience: This is an entry level position. Strong interpersonal skills and a demonstrated customer service orientation are required. Two years of related work experience is required. Some Federal HR experience is desired.

Education: A BA/BS degree is required. Four additional years of related work experience may substitute for the degree requirement.

Senior Recruiter:

Duties: Works with senior leadership to develop annual recruiting plans to ensure timely identification of current and future hiring needs. Designs and implements annual recruiting strategies using creative recruitment techniques to identify well qualified candidates. Develops action plans that include writing and placing of advertisements in professional journals, national newspapers and on professional web sites; posting positions on USAJOBS; and, planning, coordinating and conducting outreach activities at Association Meetings/Conferences and Job Fairs. Maximizes the use of Federal hiring flexibilities and recruiting incentives. May lead a team of recruiters charged with proactively identifying candidates: conducting qualifications assessments and prescreening interviews; setting up selection interviews; supporting staffing activities including reference checks, offer letters, and employee on boarding and new employee orientation.

Experience: At least five years of recruiting experience including at least three years of experience recruiting for candidates in specifically identified occupations. Prior federal recruiting experience is desired.

Education: At least a BS/BA in a related discipline.

Recruiter:

Duties: Designs and implements annual recruiting strategies using creative recruitment techniques to identify well qualified candidates. Develops action plans that include writing and placing of advertisements in professional journals, national newspapers and on professional web sites; posting positions on USAJOBS; mining association data bases; and, planning, coordinating and conducting outreach activities at Association Meetings/Conferences and Job Fairs. Maximizes the use of Federal hiring flexibilities and recruiting incentives. Assists in proactively identifying candidates: conducting qualifications assessments and prescreening interviews; setting up selection interviews; supporting staffing activities including reference checks, offer letters, and employee on-boarding and new employee orientation.

Experience: At least three years of recruiting experience including at least one year of experience recruiting for candidates in specifically identified occupations. Prior Federal recruiting experience is desirable.

Education: At least a BS/BA in a related discipline.

Junior Recruiter:

Duties: Participates in proactively identifying and reaching out to potential applicants. Provide telephone support to applicants seeking job related information and assistance applying for Federal positions using Quickhire or applications processes. Provides logistics support for outreach activities at Association Meetings/Conferences and Job Fairs. Develops and maintains applicant tracking databases. Provides candidates with ongoing application status reports. Assists in proactively identifying candidates: conducting qualifications assessments and prescreening interviews; setting up selection interviews; supporting staffing activities including reference checks, offer letters, and employee on-boarding and new employee orientation.

Experience: This is an entry level position requiring at least one year of work experience involving the application of strong organizational and interpersonal skills as well as a demonstrated customer service orientation is required.

Education: A BS/BA in a related discipline is required.

Event Manager:

Duties: Works with a Senior Project Manager to design develop and implement conferences and meetings at the local, national and regional levels. May lead small to medium sized events independent of direct supervision. Responsible for all program planning logistics which includes site selection, contracting for space, logistical support, audio visual support, negotiations with the contracting site and oversight and management of the delivery of services. Ensure the operational integrity of the event planning process; and ensure that all administrative requirements are met. Ensures that all funds expended in support of convergences and meetings are deployed within the boundaries established by the customer and meet Government Joint Travel Regulation (JTR) policy. Tracks project progress on an ongoing basis and provides assistance in developing after action reports.

Experience: A minimum of five years of conference management and/or related hospitality industry experience.

Education: A BS/BA in related field. Two additional years of relevant work experience and certification as a Certified Meeting Planner may substitute for the degree requirement.

2. Maximum order for each SIN: **\$1,000,000 for SIN 595-21**
Customers are encouraged through the solicitation to inquire about additional concessions when an order for services exceeds \$1,000,000 for SIN 595-21.
 3. Minimum order: **\$100.00**
 4. Geographic coverage (delivery area):
A+'s desired Scope of Contract - 552.238-78 Worldwide.
 5. Point(s) of production (city, county, and state or foreign country): **Alexandria VA USA**
 6. Discount from list prices or statement of net price:
SIN 595-21 Human Resources Services.
A discount range of 8.23% to 20.28% is offered to the Government for all proposed labor categories reflected in this price list.
 7. Quantity Discounts for SIN 595-21:
Orders received from \$100,000 to \$499,999 will receive an additional ½ % discounts; orders for service between \$500,000 and \$999,999 will receive a 1% discount. Orders between \$1.M to \$1.5 M will receive an additional 1.5% discount. Orders placed over \$1.5M will receive an additional 2.5% discount. Government travel and per diem is not included in A+ Government Solution's rates.
 8. Prompt payment terms: **Net 30 days. No discount for early payments.**
 9. Purchase Cards
 - a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold: **Yes**
 - b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold. **Yes**
 10. Foreign Items: **Not applicable**
 11. Delivery:
 - a. Time of delivery: **Will adhere to delivery schedule specified in agencies' purchase orders.**
 - b. Expedited delivery: **Contact to discuss.**
 - c. Overnight and 2-day delivery: **Contact to discuss.**
 - d. Urgent requirements: **Contact to discuss.**
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12. F.O.B. point(s): **Destination.**
13. Addresses:
- a. Ordering address(es): **1900 North Beauregard Street, Suite 105; Alexandria, VA 22311**
 - b. Ordering procedures: **For supplies and services, the ordering procedures, information on blanket purchase agreements (BPA's), and a sample BPA can be found at the GSA/FSS schedule homepage (www.fss.gsa.gov/schedules).**
14. Payment address: **1900 North Beauregard Street, Suite 105; Alexandria, VA 22311**
15. Warranty provision: **Not applicable**
16. Export packing charges: **Commercial Warranty**
17. Terms and Conditions of Government Commercial Credit Cards: **Government Cards accepted, no discounts apply.**
18. Terms and conditions of rental maintenance, and repair: **Not applicable**
19. Terms and conditions of installation: **Not applicable**
20. Terms and conditions of repair parts: **Not applicable**
- a. Terms and conditions for any other services: **Not applicable**
21. List of service and distribution points: **1900 North Beauregard Street, Suite 105; Alexandria, VA 22311**
22. List of participating dealers: **Not applicable**
23. Preventative maintenance: **Not applicable**
24. 508 Compliance
- a. Special attributes such as environmental attributes: **Not applicable**
 - b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at www.Section508.gov/.
Not applicable
25. Data Universal Number System (DUNS) number: **78-866-3214**
- 26. Notification regarding registration in Central Contractor Registration (CCR) database: [Active in CCR; Registration valid until 06/19/2010 . Cage Code 4LVM3](#)**

ABOUT A+ GOVERNMENT SOLUTIONS, INC.

Founded in 2006, A+ Government Solutions, Inc. is a small 8(a) certified firm headquartered in Alexandria, VA and currently provides services to numerous federal agencies. The A+ management team consists of leaders with senior executive federal service and extensive experience in planning, managing, and executing major IT management consulting engagements. For the past five years, the company has been providing Program Management, IT Investment Management, IT Project Management, Financial Management, and Enterprise Architecture support services to the Department of Health and Human Services (HHS) and the Administrative Office of the U.S. Courts. The firm's HHS client base includes the Office of the Secretary Office of the National Coordinator, National Institutes of Health, Centers for Medicare and Medicaid Services, and Centers for Disease Control and Prevention. Our industry experts deliver high-quality, value-added products and services at competitive prices.

In addition to our current IT engagements, the company has also been providing management consulting services in areas such as human capital management, human resources operations, and acquisitions support for multiple Federal agencies including the Department of the Army Deputy Under Secretary for Business Transformation, Department of Education, Department of Justice, Department of Treasury Office of Financial Research, Consumer Financial Protection Bureau, Department of Energy Savannah River Site, and the United States Agency for International Development. A+ Government Solutions, Inc. has provided professional, technical, and administrative support services to Federal Organizations.

Management and Human Capital Consulting

- Workforce planning/redesign/staffing
- Performance management/improvement
- Organizational assessment/redesign
- Training design and development
- Change management
- Shared services
- Federal Position Classification
- Federal Staffing and Hiring
- Personnel Action Processing
- Workforce Planning
- Talent Acquisition Services
- Federal HR/pay administration
- Federal Recruiting & Career Fairs

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